

SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE SAN JOSE POLICE OFFICERS' ASSOCIATION

**POLICE STAFFING STABILIZATION PROGRAM**

The City of San Jose and the San Jose Police Officers' Association hereby agree to continue discussions related to the creation of a Police Staffing Stabilization Program (PSSP), which may include, but may not be limited to, the following provisions:

- The program will be available only to sworn employees in the Police Department who are service retirement eligible (25 years of service / 50 years of age)
- Participants must enter the program directly from active service and will be ineligible to participate in the program once retired from City service
- Participants must be on active duty in order to be eligible to enter into the program
- The Police and Fire Department Retirement Plan will set up a non-interest bearing account for program participants, into which their regular retirement payments will be deposited. Other than the yearly cost of living allowance, participants will not receive or be credited with any additional proceeds earned by the Police and Fire Department Retirement Plan.
- The PSSP account cannot be accessed by the Participant until they leave the program.

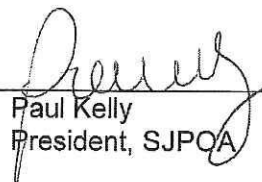
This agreement shall not be construed to imply or obligate either the City or the POA to enter into a final agreement related to a PSSP, or any other program, or to enter into any similar agreements in the future. This agreement shall become effective when signed by all parties below.

**FOR THE CITY**

**FOR THE UNION**

  
\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources


5/28/2020  
Date

  
\_\_\_\_\_  
Paul Kelly  
President, SJPOA

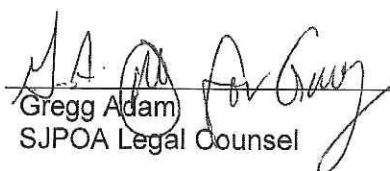
5/27/20  
Date

  
\_\_\_\_\_  
Dave Knopf  
Assistant Chief of Police

5/27/20  
Date

  
\_\_\_\_\_  
Sean Pritchard  
Vice President, POA

5/22/20  
Date

  
\_\_\_\_\_  
Gregg Adam  
SJPOA Legal Counsel

5/27/20  
Date